

Early Resourcing in AOS Key Terms

Term	Definition
Activation Date	The E-Date of a UICs first authorization document and the official date a unit stands up.
Early Resourcing	The act of assigning personnel and equipment to a UIC before its activation date. <i>(Ex., A new Battalion is standing up at the beginning of the new fiscal year. The Brigade would like to assign several LT's and NCOs to begin signing for equipment.)</i>
Carrier UIC	A Carrier UIC ends in "90," and is built to act as a placeholder for a unit that is pending activation. This UIC is authorized 12 months prior to the activation date for COMPO1, 24 months for COMPO2 & 3. The Carrier UIC must be terminated NLT 30 days after activation of the AA UIC. <i>(Ex., If WAPZAA is a new unit pending activation on 01 OCT 2023, WAPZ90 is the carrier UIC used in AOS/IPPS-A for early resourcing. Carrier UICs do not automatically exist. They must be registered through the Force Registration process and manually entered into AOS.)</i>
Home Station Derivative	Also known as HS Derivative or "HD" UIC. A standard derivative UIC built into AOS for the management of templets, alignment of DODAACS, and standardization of rear detachments. All AA level UICs have a UIC ending in "HD" built into AOS.
ADCON HS DUIC	Refers to the home station derivative UIC of the next higher echelon or "parent" unit. <i>(Ex., The Battalion pending activation is WAPZ90. Its ADCON HS DUIC is the home station derivative of its parent unit – the Brigade WAGHHD.)</i>
Templet	Also called a regular or "Overmanning – Standard Excess" templet. A temporary billet within AOS. These billets do not constitute authorized force structure within AOS and exist to assist in the slotting of SM's within IPPS-A. The templets are general and no attributes so that any SM can fill them.
Detailed Templet	A standard excess templet that can include all of the attributes of an authorized billet. <i>(Ex., Instead of creating an "overmanning - standard excess" templet, a detailed templet may be a templet for a Commander – 25A – O3 – ASI1 2B – PARA 400 – LN 001. Detailed templets mimic authorized force structure but are not authorized positions. Detail templets are used to create a "demand signal" such that when HR Pro's wish to recruit and early resource a unit within IPPS-A – they are able to see exactly which personnel the unit will need.)</i>

Reference FRAGO 5 to EXORD 125-17, Early Resourcing

Pre-Brownout and Cutover Tasks

BLUF

Ensure Unit success at Go-Live (Present – 13 AUG)

TASK 1

Force Managers

Validate that Carrier UICs (Wxxx90) are registered in DRRS-A Force Registration.

TASK 2

**USARC AOS TPU
TEMPLATE
Managers**

Add Carrier UICs to the AOS and build required detail templates to support early resourcing assignments.

TASK 3

HR Professionals

Validate that the assignment system has carrier UICs for future unit UICs.

TASK 4

HR Professionals

Must reassign all personnel out of UICs that have not hit their activation date and into that unit's corresponding Carrier UIC.

Only assign early resourced personnel to carrier UICs.

BLUF

Validate Unit preparation for Go-Live (14 AUG – 19 SEP)

TASK 1

HR Professionals

Complete R3 HR Professional distance learning (d/L), R3 HR Professional Instructor Facilitated Training (IFT), and applicable Subcategory (Subcat) training as required.

TASK 2

**Leaders and
identified
Delegates**

Complete the Leader Course before 08 AUG 22.

TASK 3

**Training
Resource
Administrators
(TRAs)**

Identify military/civilian HR Professional and Leader populations. Map learners on the ELM training roster and track the completion of required training.

Only assign early resourced personnel to carrier UICs.

BLUF

Validate Unit preparation for Go-Live (14 AUG – 19 SEP)

TASK 4

Persons of Interest (POI)

Identify DA civilians, contractors, sister service members, and foreign military that require an IPPS-A profile to be created on their behalf. Create the member profiles as required and ensure the affected personnel have access to IPPS-A.

TASK 5

AOS Managers

IF Carrier UIC is registered: Add missing Carrier UIC to the AOS and build detail templets. IF the Carrier UIC is not registered: Create regular templets in the new unit's ADCON HS DUIC.

Only assign early resourced personnel to carrier UICs.

Sustain ability to early resource post Go-Live (20 SEP – beyond)

After Go-Live, HR Professionals will immediately notice the inability to assign personnel to units that are inactive.

****NOTE:** IPPS-A will not display UICs until their effective date is reached.

TASK 1

FM personnel

→ Manage the AOS to include Carrier UIC's to support early resourcing.

→ Update Force Management SOPs to include registering Carrier UICs and manually building them in AOS.

TASK 2

HR Professionals

→ IF their unit is pending activation: THEN always assign SMs to the Carrier UIC.

→ IF the Carrier UIC is unavailable: THEN coordinate with Force Managers to resolve the issue.

Only assign early resourced personnel to carrier UICs.